



“Absolutely, even a company like Parkland can learn something from the audit. We have many, many recommendations that we are putting in place to make the program that much better. Dr. Corbett is an expert. I learned so much from him — things like documentation and tracking data so I can prove the program is working.”

— Mary Anne Harrison,
manager, Human Resources,
Parkland Regional Health
Authority, Manitoba

“Research shows that disabilities in the workplace cost the average Canadian company 17 percent of their payroll every year.”

— Dr. Garry Corbett,
disability management consultant

IT'S A FACT

Parkland Regional Health Authority joins the City of St. John's and CP Rail to become only the third organization in Canada to receive IDMSC certification. Ford Germany was the first company in Europe to be IDMSC certified.

Parkland achieves IDMSC certification

Manitoba's Parkland Regional Health Authority is the first regional health authority in Canada — in fact, the first regional health authority in the world — to receive the International Disability Management Standards Council Certification. It's also the first organization in Manitoba to be IDMSC certified.

The certification, which recognizes excellence in disability management and return to work programs, was awarded after Parkland achieved 80-plus percent in an audit assessing how workplaces treat injured and ill employees.

“Parkland has taken a real leadership role by achieving this,” says disability management consultant Dr. Garry Corbett, who conducted the audit. “It's an exceptional achievement that sets an international standard and an example for healthcare organizations and companies everywhere.”

At the time, Parkland's consensus-based DM program was less than a year old, so receiving such international recognition was particularly significant.

“It really is an honour to receive this,” says Mary Anne Harrison, Parkland's HR manager, who was key in setting up the program. “I had to do a lot of research with regard to disability management and achieving an award from NIDMAR was my ultimate goal.

“But I never dreamt we would accomplish that so quickly. To me it means Parkland Regional Health Authority cares about our employees — we put their needs right up there.”

The Consensus Based Disability Management Audit, based on international best practices and administered by NIDMAR in Canada, was conducted under the auspices of the Workers Compensation Board of Manitoba. The audit assesses an organization's disability management policies, disability and injury prevention programs, and timely return to work processes. The audit report identifies strengths and gaps in service to disabled workers and provides detailed recommendations to the organization on how to improve the quality and effectiveness of these programs. By implementing the recommendations which come from the audit report it helps employers lower injury rates, return workers to employment in a safe and timely manner, and reduces overall disability related expenditures.

It was all part of a large research project in which 50 companies were reviewed and/or audited. The majority were “priority” companies — those with high rates of assessment, injury or not getting people back to work.

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International achievement: (L to R) Dr. Garry Corbett, disability management consultant; from Parkland Regional Health Authority, Mary Anne Harrison, HR manager, and Lynda Mann, board chairperson; and Dave Scott vice-president of Rehabilitation and Compensation Services, Workers Compensation Board of Manitoba at the presentation of IDMSC certification to Parkland.

Photo: Jessica Rawluk, Dauphin Herald

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“This is another important step in our goal to create a culture of safety in Manitoba,” says Dave Scott, vice-president of Rehabilitation and Compensation Services, Workers Compensation Board of Manitoba. “The audit tool provides us with a standard, systematic way of assessing the quantity and quality of injury prevention and disability management efforts undertaken at individual places of employment.”

Parkland, which employs about 2,200 people in health care services in west-central Manitoba, was part of a comparison group Dr. Corbett audited to establish what best practices looked like.

“The audit tool is most effective for companies who don’t know what they’re doing in terms of disability management and return to work. But no matter how well they’re doing you can still say here is a very specific recommendation you can put in place that will help. Even small companies can benefit from knowing what best practices are and move toward something better,” says Dr. Corbett.